

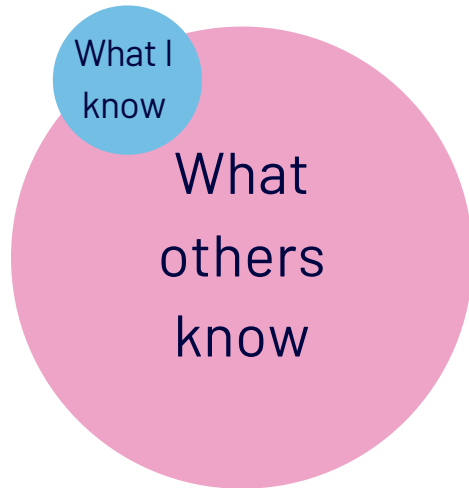


Imposter Syndrome

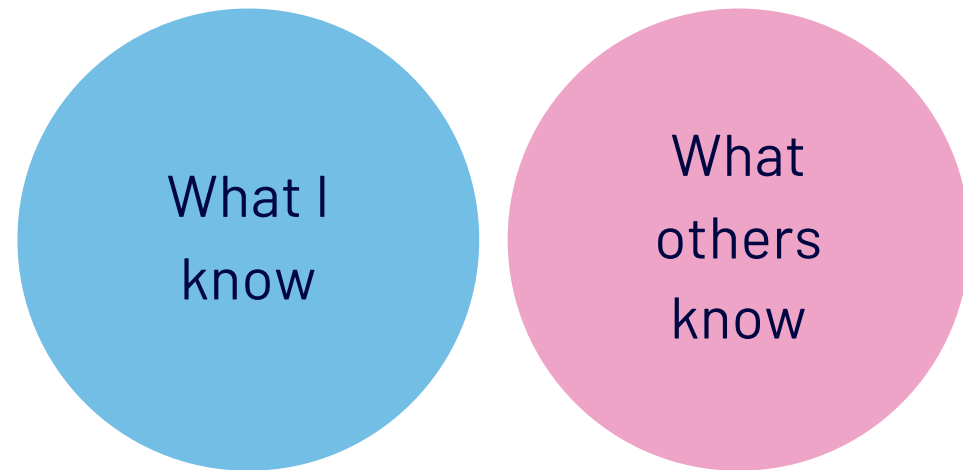
Taming Your Inner Critic

What is Imposter Syndrome?

Assumption



Reality



The **Normal** Thoughts of **Capable** People

Where did it come from?



In 1978 Dr. Suzanne Imes and Dr. Clance authored the Imposter Phenomenon.

In 1985 Dr. Clance published The Impostor Phenomenon, Overcoming the Fear That Haunts Your Success.



Dr. Valerie Young is an internationally recognised expert on women and the imposter syndrome and author of 'The Secret Thoughts of Successful Women: Why Capable People Suffer from the Imposter Syndrome and How to Thrive in Spite of It'



What does your imposter sound like?



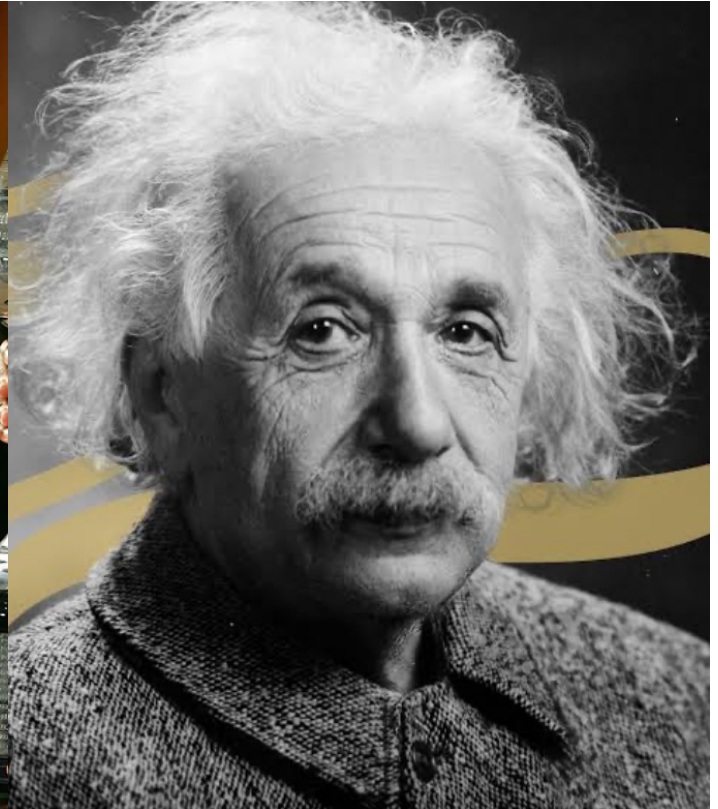
**Meryl
Streep**

"Why would anyone want to see me again in a movie? I don't know how to act anyway so why am I doing this?"



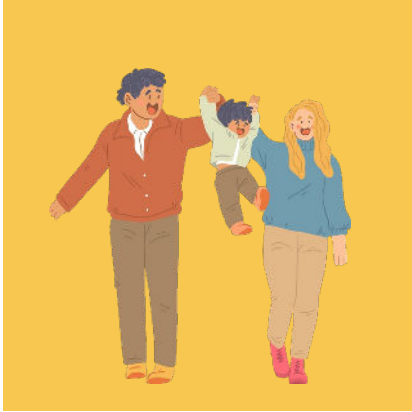
**Serena
Williams**

"There were two Venus Williamses in our family. It was tough for me to stop being Venus and become the person I am."



**Albert
Einstein**

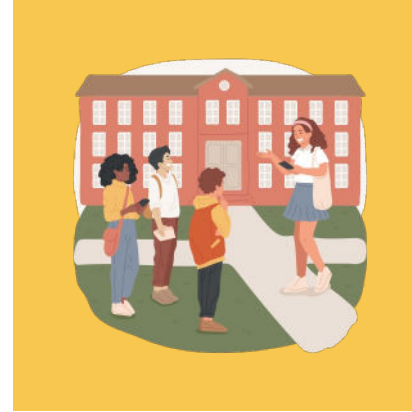
"The exaggerated esteem in which my lifework is held makes me very ill at ease. I feel compelled to think of myself as an involuntary swindler."



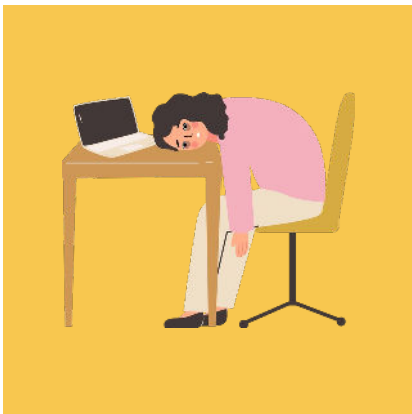
Upbringing



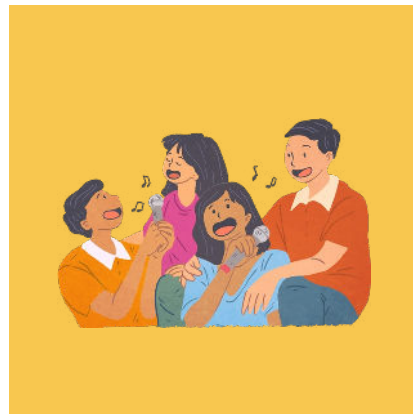
School



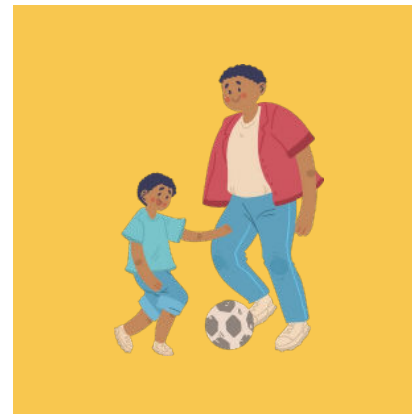
University



**The
Workplace**



Friendships



Sports/Hobbies

5 IMPOSTER TYPES



Perfectionist

- Focus on how something happens and the end result
- Set impossibly high expectations of themselves
- Any mistake or error, however small, feels like a failure and creates shame



Soloist

- A focus on 'who' gets the job done (it should be them)
- Struggle to accept help, training or support because it means they are inadequate
- Asking for help is a sign of failure



Superhero

- Determined to juggle as many roles as possible and to be exceptional in all of them
- Being imperfect or falling short in any role creates guilt and shame

Expert

- Focus on what and how much they know
- Determined to have the credentials and enough knowledge
- Are constantly working towards knowing more and feel shame when they lack knowledge



Natural Genius

- Focus on how and when they achieve something
- Success is measured by competence and speed
- Expects to be an expert on the first try. If not, they feel like a failure



Points to Remember:

The Perfectionist

Perfectionism inhibits success

Sometimes good is good enough

Not everything deserves 100%

Your perfectionism impacts other people

Non-perfectionism is embraced

The Expert

There are many different paths to expertise

There is no end to knowledge

Competence means respecting your limitations

You don't need to know everything; you just need to be smart enough to find someone who does

Even when you don't know something you can still project confidence

The Soloist

Effort trumps ability

Challenges are often opportunities in disguise

Real success always takes time

The Natural Genius

To get the job done, you first need to identify the resources required

Competent people know how to ask for what they need

Smart people seek out people how know more than they do

When seeking advice, it's important to ask the right people

Your work does not have to be ground-breaking to be good

Competent people know it's okay to build on the work of other competent people

The Superhero

It's okay to say no

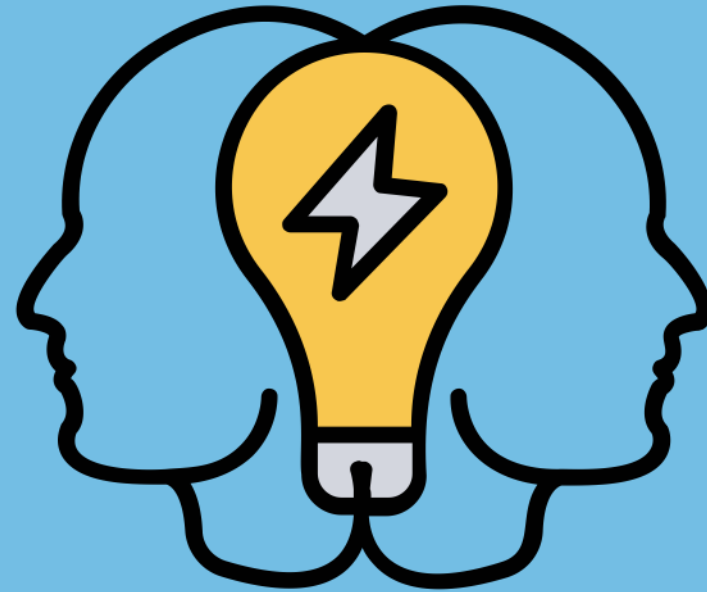
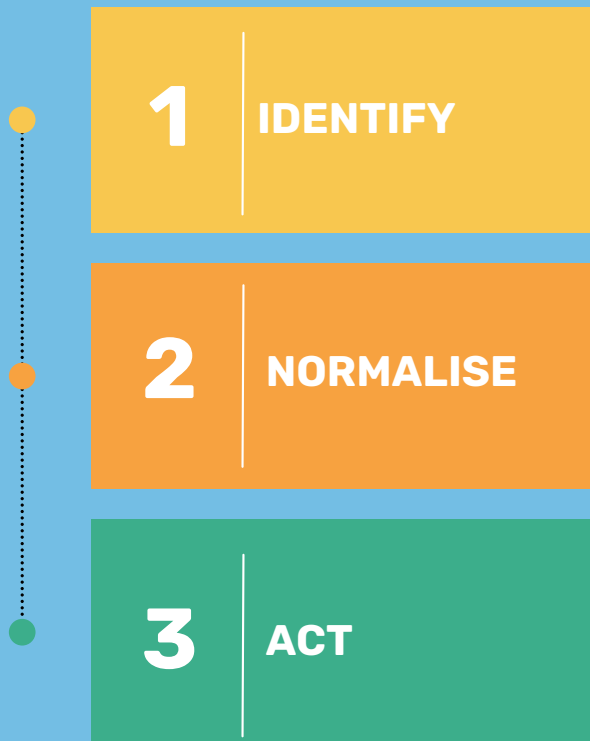
Delegating frees you and gives others the chance to participate

When you slow down and cut out unnecessary tasks, you get to focus on activities that really matter

Being a superwoman sends an unhealthy message to your children

New rules in town

3 Steps



1

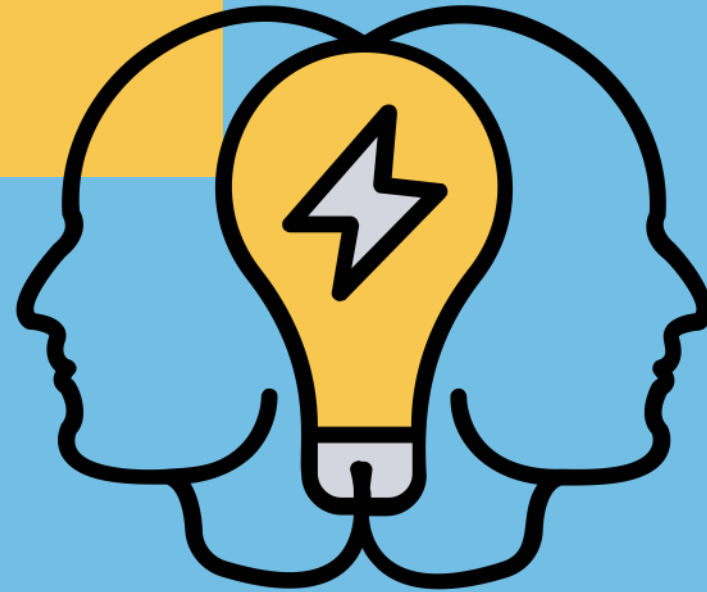
IDENTIFY

2

NORMALISE

3

ACT



Be Curious...

WHY?

.....

Root cause

WHAT?

.....

Situations

WHERE?

.....

Context

WHO?

.....

Root cause

Responses & Reframing

When I'm in a situation where...

I usually feel...

The negative voice in my head says...

And what I typically do is...

- What will happen if I never change this pattern?
- What price would I pay?
- What opportunities will I miss?

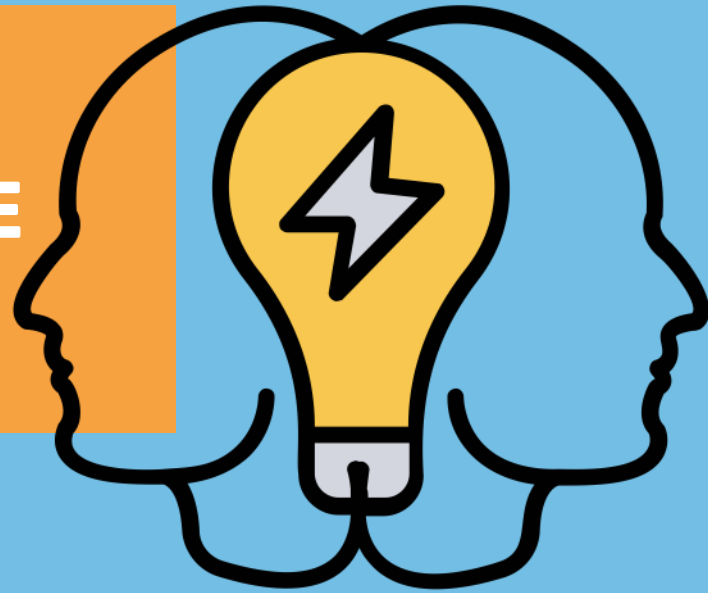
3 Steps

2

NORMALISE

3

ACT



Inner Critic & Inner Coach

I can't do this

I am not smart enough

Why did they ask me?

***I am going to mess this
up***

I should know this



I can do this

I can ask for help

***I don't understand this,
yet***

It will be ok

I will keep trying

**Let's talk about
luck, timing and
connections...**

YOU ARE NOT
AN IMPOSTOR,
YOU ARE FOR
REAL.*

*IT'S NOT LUCK,
TIMING OR A LIE.
YOU DESERVE IT.

**How I feel is really
normal, particularly
given...**

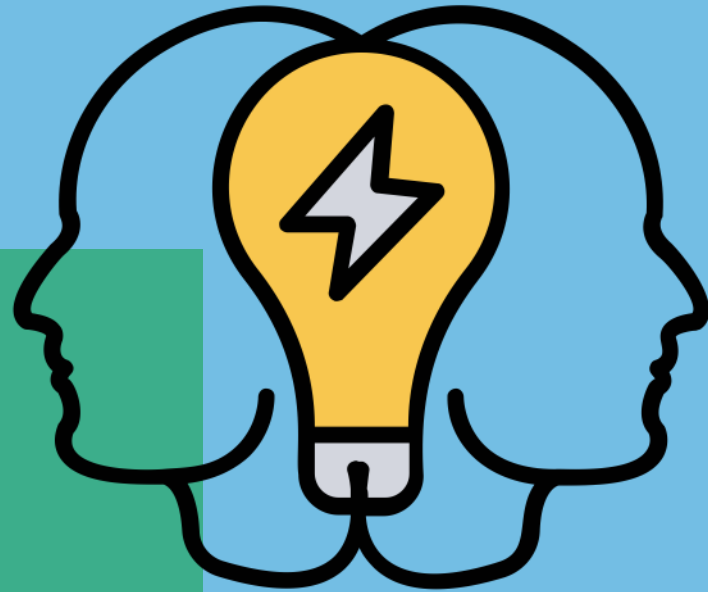


3 Steps



3

ACT



Reflective questions

- What self-affirming things would I rather feel?
- What would I like the new positive voice to say?
- What would I rather **do** in this situation?



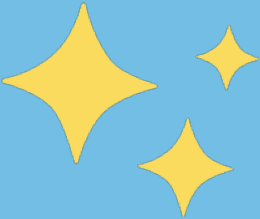
Reflective questions

- What is the feeling?
- What's behind this feeling? (Fear? Growth? Perfectionism?)
- What does this feeling mean about where I am?
- How can I reframe this? As an opportunity

STRATEGY	OBJECTIVE	ACTION
Develop Self-Awareness	Detach from negative self-talk by staying present	Be mindful of thoughts; recognise inner critic patterns
Challenge Negative Thoughts	Reframe negative self-talk; promote positive perspectives	Question thoughts; seek evidence; consider alternatives
Listen to your Inner Coach	Develop a compassionate attitude towards yourself	Practice kind self-talk; acknowledge common humanity
Set Realistic Goals and Celebrate Achievements	Make goals more manageable; shift focus to accomplishments	Break goals into tasks; celebrate successes
Positive Affirmations and Visualisation	Develop a positive mindset and confidence in your abilities	Use positive affirmations; Close eyes, breathe deeply; see, hear, feel success—vivid, joyful, confident; repeat for positive mindset.



**What have
you learnt
today?**



Keep in touch...

If you would like our follow on materials and to keep up to date with our news, let us know.

Scan the QR code by pointing your phone's camera at the image and clicking the link.



"The **Normal** Thoughts of **Capable** People"

